

AGENDA SUMMARY PAGE
CITY COUNCIL MEETING OF: AUGUST 5, 2009

DEPARTMENT: HUMAN RESOURCES

DIRECTOR: CLAUDETTE ENUS

☐ Consent ☒ Discussion

SUBJECT:

BUSINESS ITEMS:

Discussion and possible action to adjust the compensation for City Manager Elizabeth N. Fretwell (Fiscal Impact to be Determined - General Fund)

Fiscal Impact

☐

No Impact

☐

Augmentation Required

☒

Budget Funds Available

Amount: To Be Determined

Funding Source: General Fund

Dept./Division: City Manager

PURPOSE/BACKGROUND:

Yearly performance and compensation review of the City Manager Elizabeth N. Fretwell

RECOMMENDATION:

Staff to follow Council's direction

BACKUP DOCUMENTATION:

Notice of Closed Personnel Session

Motion made by GARY REESE to Approve with no increase in compensation

Passed For: 7; Against: 0; Abstain: 0; Did Not Vote: 0; Excused: 0

RICKI Y. BARLOW, LOIS TARKANIAN, STEVE WOLFSON, OSCAR B. GOODMAN, GARY REESE, STEVEN D. ROSS, STAVROS S. ANTHONY; (Against-None); (Abstain-None); (Did Not Vote-None); (Excused-None)

Minutes:

CITY MANAGER ELIZABETH FRETWELL recognized the guidance and support she received from the Council, department heads, and her staff and thanked the City's employees for their dedication.

MS. FRETWELL reviewed her accomplishments within the last six months as City Manager. The implementation of the Fundamental Service Review (FSR) recommendations had resulted in approximately \$5 million in savings. A stabilization fund of \$50 million had been established, 11 percent of positions had been frozen, the childcare licensing process was eliminated, office communications had been consolidated, and reductions in compensation have been successfully negotiated with the City's labor units. Staff had also survived the recent State Legislative session.

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CITY MANAGER FRETWELL emphasized her focus on three goals: maintaining the City's fiscal integrity, providing needed City services and preserving employee jobs. Objectives for the next fiscal year include further reducing the deficit, cut operating costs by \$25 million and creating a contingency plan should the economic situation worsen. In addition, a citizen outreach and engagement program will be implemented to provide feedback to the City about potential cuts in services.

The Sustainability, Diversity and Performance Plus Initiatives will continue as long-term strategies. An Office of Performance Management will be created using existing staff resources and will be led by MAGGIE PLASTER, who will work alongside MARK VINCENT and CANDACE FALDER. A Council workshop will be held to determine Council priorities, and an employee survey will be administered annually. In addition, five megawatts of solar power will be installed on City facilities. Regarding the American Recovery and Reinvestment Act of 2009, there are possible stimulus monies available that the City may be able to utilize.

It is important that the City establish the Benefits Trust Fund to fund this large outstanding unfunded liability. The upcoming year will be difficult for employees, so it is also important to encourage and continue partnerships with the City's labor units. In addition, the Electronic Records Management System will be fine tuned so there will be no need for trucks to move documents when the Development Services Center relocates to the Atrium Building.

MAYOR GOODMAN realized that CITY MANAGER FRETWELL accepted this position during the City's most challenging times. He expressed his confidence that with her work ethic, the City will overcome and will be stronger in the long run. The Council expressed how proud they are to have CITY MANAGER FRETWELL as City Manager, as they appreciate her commitment, innovation and leadership.

COUNCILMAN REESE noted the existing issues within neighborhoods, particularly Ward 3, and hoped that City employees will support the Council in the tough decisions that have to be made. COUNCILMAN WOLFSON referenced documentation dealing with the wage disparity amongst CEOs, emphasizing that CITY MANAGER FRETWELL'S salary was substantially lower than some much smaller cities within Nevada. CITY MANAGER FRETWELL stated she did not believe it was appropriate to ask or accept a salary adjustment, given the current economy.

COUNCILMAN WOLFSON supported the tentative agreement International Association of Firefighters (IAFF), Local 1285 and the City of Las Vegas and the ongoing efforts of defining the "new employee."

MAYOR GOODMAN appreciated the item being heard at a public meeting, as it is an opportunity for the public to be informed.